

PREAMBLE

Under the policy set forth by the Civil Service Reform Act of 1978 and Executive Order 13522 regarding Federal Labor-Management Relations, the Articles of this National Master Agreement, together with any and all Supplemental and Subordinate Agreements and/or Amendments which may be agreed to at later dates by the representatives of the Parties at the appropriate level, constitute the total Agreement. The Parties are the United States Department of Agriculture, Forest Service (Management) and the Forest Service Council of the National Federation of Federal Employees, Federal District 1 of the International Association of Machinists and Aerospace Workers, hereafter known throughout the Master Agreement as FSC.

This Agreement is entered into pursuant to the Certification of Consolidation of Units, dated July 23, 1979.

The Parties recognize the importance of building a constructive and cooperative bilateral relationship which will aid in achieving the mission of the Forest Service. They are jointly committed to serving the public interest by the development and implementation of modern and progressive work practices to facilitate and improve employee performance and the efficient accomplishment of the operations of the Government. They are committed to the use of consensus decision making and interest-based problem solving to achieve the effective conduct of public business.

The Parties recognize that both the well-being of employees and efficient administration of the Government are benefited by providing employees an opportunity to participate in the development and implementation of personnel policies and practices affecting the conditions of their employment. The maintenance of a constructive and cooperative Union-Management relationship at the appropriate levels will encourage this participation. Toward that end, the Parties recognize that many issues can be addressed through interest-based problem solving. To that end, the Parties agree to promote the establishment and maintenance of labor-management forums (also known as partnership councils) at the appropriate levels to facilitate issue identification and resolution by consensus.

The Parties agree that the public interest demands the highest standards of performance and accountability. Therefore, the Parties are committed to following both the letter and intent of the Articles contained in this Master Agreement.

/s/ Thomas L. Tidwell

THOMAS L. TIDWELL
Chief, USDA Forest Service

/s/ Ronald K. Thatcher

RONALD K. THATCHER
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